

28 July 1975

MEMORANDUM FOR: Director of Central Intelligence
SUBJECT : Employment of Super-Grade and Other Annuitants

1. A number of employees have expressed concern over the apparent number of retired employees, particularly in the super-grades, who have returned to service with the Agency on a contract basis. Employee concern seems to stem from an impression that such returnees occupy positions which would otherwise be filled by employees still on active duty status, and that this may tend to limit opportunities for advancement.

2. MAG contacted the Director of Personnel who provided us with data (attached) on trends in the rehiring of annuitants over the past few years. At a recent luncheon meeting, we discussed these statistics with Mr. Janney who, we thought, put them in a reasonable perspective.

3. Of the numbers which pertained to super-grade annuitants, we understand that a significant portion represents brief periods of employment for contributions on matters for which a particular individual was uniquely suited. Such matters included the preparation of historical records concerning specific activities or events in which an individual was directly involved, or briefings and lectures to both Agency and non-Agency audiences in areas of special expertise.

4. MAG believes it would be useful for employees to be better informed on this subject. Accordingly, we suggest the circulation of an employee notice which would explain the continuing need for selective rehiring of annuitants, including super-grades, and stressing the temporary nature of such employment.

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5. Despite its apparent utility, MAG views the re-hiring of annuitants as a sensitive matter with a potential for abuse which could lead to criticism of the Agency. We therefore believe it is important that this practice be subjected to careful, periodic review on an Agency-wide basis.



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for

THE MANAGEMENT ADVISORY GROUP

Attachment

Personnel Data Sheet

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FO:

		ACTION	INFO.			ACTION	INFO.
1	DCI			11	LC		
2	DDCI			12	IG		
3	S/MC			13	Compt		
4	DDS&T			14	Asst/DCI		
5	DDI			15	AO/DCI		
6	DD/A SA A	X		16	Ex/Sec		
7	DDO			17			
8	D/DCI/IC			18			
9	D/DCI/NIO			19			
10	GC			20			

SUSPENSE

Date

Remarks:

Good Point -
Can you comment?



DCI/DDCI/X
29 JUL 1975

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